



UNIVERSITY OF
**NORTHERN
COLORADO**

#569

AGENDA FOR THE MONDAY, MARCH 30, 2020 FACULTY SENATE MEETING
AT 4:00 P.M. – REMOTE MEETING - ZOOM

1. Call to Order
2. Approval of the March 30, 2020 Agenda
3. Approval of the March 9, 2020 Faculty Senate Minutes (See below)
4. Chair's Report
5. Administrative Reports: President, Provost, Board of Trustees
6. Staff Council Reports: Classified Staff Council, Professional Administrative Staff Council
7. Standing Committee Reports: Academic Policies, Codification, Elections, Faculty Welfare,
Salary Equity
8. Student Senate Report
9. Special Orders
10. Special Reports
11. Unfinished Business
 - Catalog language - Course Purge – *tabled*
12. New Business
 - Salary Equity – Faculty Compensation plan
 - APC – Probation Exemption Policy for high school dual/concurrent enrollment students
 - Welfare – Term Conversion policy revision
 - Executive Committee – Delegation of Powers
13. Comments to the Good of the Order
14. Adjournment

MINUTES FOR THE MONDAY, MARCH 9, 2020 FACULTY SENATE MEETING AT
4:00 P.M. IN THE UC COUNCIL ROOM

Present: Anderson, Blatt, Cardona, Cieminski, Clinefelter, DeKrey, Fischer, Fulks, Garrett, Geisendorfer, Goodwin, Greene, Kyle, Leek, Levin, Luger, Martin, Maxey, Morse, Murry, Murza, Rich, Rothaus, Schuttler, Senbet, Sullivan, Toewe, Vaughan, Welsh, Wiegand, Zimmerman

Absent: Dyer, Evans, Feinstein, Henson, Morgan, Mostowfi, Snyder, Tancayo

1. Call to Order
 - The meeting was called to order at 4:02pm.

2. Approval of the March 9, 2020 Agenda

- Approved with addition of ASC discussion/statement

3. Approval of the February 24, 2020 Faculty Senate Minutes

- Approved without objection

4. Chair's Report (Luger): No Report

5. Administrative Reports:

President (Feinstein): No Report

Provost (Anderson):

- COVID-19 Update
 - Email sent outlining restrictions on university-related travel based on CDC recommendations.
 - Asking all members of the campus community to reconsider international travel over Spring Break.

DISCUSSION: The situation is rapidly changing; emergency plans are in place to ensure the continuity of University operations.

- We are working with Weld County, the City of Greeley, and state entities and using their guidance regarding school operations and public gatherings to inform our decisions.
- Online learning: We will shift to online learning should the need arise to cancel face-to-face courses. We recognize such a shift is difficult for some types of courses (clinicals, internships, labs, student teaching, etc.) and are committed to finding the best ways to deliver offerings and meet course objectives. We are working with IT regarding necessary bandwidth and storage capacity for a full shift to online learning.
- Room/board: We will work with students who may not have other housing options outside of their University housing.

Board of Trustees (Fischer):

- An emergency BOT meeting will be called this week to consider renegotiating bonds.

6. Staff Council Reports:

Classified Staff Council: Snyder – No Report

Professional Administrative Staff Council: Dyer – No Report

7. Standing Committee Reports:

Academic Policies (Toewe): Course Purge policy will be returning soon with questions answered and friendly amendments accepted.

Codification (Schuttler): Continuing work on policies from APC and Welfare.

Elections (Senbet): Elections for Senate are underway.

Faculty Welfare (Luger): Policy proposal for term conversion for contract-renewable faculty may be ready for the next Senate meeting.

Salary Equity (Clinefelter): See Special Reports

8. Student Senate Report (Tancayo): No Report

9. Special Orders: Joan Clinefelter & Rob Reinsvold are serving as faculty representatives on the search committee for the AVP for Enrollment Management.

10. Special Reports:

- **Salary Equity – Faculty Compensation Draft Proposal**

- Handouts reviewed by Senate:
 - FY20 faculty compensation outcomes
 - CUPA data for the current year should be available soon from HR.
 - Draft compensation proposal
 - Exempt staff receive 2% raise across the board.
 - Faculty receive a flat dollar amount by rank, approximately 2% of the average salary at each rank.

Faculty Rank	Average Salary.	2% of the Av. Salary	Flat Rate Proposed	Av. %
Professor	\$88,444	\$1,768	\$1,750	1.98
Associate Prof.	\$66,614	\$1,332	\$1,650	2.48
Assistant Prof.	\$58,155	\$1,163	\$1,200	2.06
Inst./Lecturer	\$49,774	\$995	\$1,000	2.01

	Current Average % CUPA	Post-flat rate raises Average % CUPA*
Professor	80.50%	82.20%
Associate Prof.	79%	80.20%
Assistant Prof.	82%	83.20%
Inst./Lecturer	87.80%	89.10%

*These data are based upon last year's CUPA figures, and will need to be adjusted as new CUPA data are available; these data also don't consider potential parity raises.

- The 2% pool provides \$750,433 for faculty salary increases.
 - Estimated cost for faculty salary increases using the proposed flat dollar amounts is \$710,700.
 - This leaves \$39,733 available for parity increases for those faculty at the lowest levels of parity.
 - Promotions will be funded separately.

DISCUSSION:

- Once we have the new CUPA data, we will have a clearer picture of parity and be able to determine who is eligible for parity raises. Associate professors as a group have the lowest parity, and much of the parity increases would likely go to individuals in this group. Next year Salary Equity plans to address promotion dollars for associate professors.
- Where CUPA data may be lacking for some disciplines, Doc All has a large peer group of about 175 schools; Marshall Parks can answer questions faculty may have about peer groups.
- This proposal is intended to provide a good compromise to benefit everyone while also leaving money to address the worse parity issues.
 - Salary Equity will bring the proposal for consideration after Spring Break.

11. Unfinished Business:

- **Catalog language - Course Purge** – *tabled*

12. New Business:

- **ASC Resolution**

- Greene proposes Faculty Senate make a statement denouncing the process by which the decision was made to implement the ASC model.
- The Faculty Senate reviewed and discussed a statement prepared by Greene.

MOTION: Greene – It is moved to have Faculty Senate endorse the presented statement disapproving of the decision to move to the ASC model and the process by which the decision was made.

SECOND: Rothaus

FRIENDLY AMENDMENT: Leek – Change the language from “voice its dissatisfaction with” to “condemn” the administrative process undertaken.

HAND VOTE: 11 in favor, 9 opposed

FRIENDLY AMENDMENT: Levin – Change the final sentence: “We believe decisions resulting in significant job loss and dramatic changes to how the university supports students and faculty deserve better, now and in the future.” Greene accepted the friendly amendment.

AMENDED MOTION: Resolution to read as follows:

The Faculty Senate, while understanding the financial challenges facing the University of Northern Colorado, would like to formally condemn the administrative process undertaken when deciding on the Administrative Service Center model. Regardless of the ultimate decision and outcome, the process lacked transparency and appropriate faculty, staff, and student involvement. We believe decisions resulting in significant job loss and dramatic changes to how the university supports students and faculty deserve better, now and in the future.

HAND VOTE: 21 in favor, 0 opposed

13. Comments to the Good of the Order:

14. Adjournment: The meeting adjourned at 5:18pm.

Dawit Senbet
Faculty Senate Secretary

Betsy Kienitz
Recording Secretary